Revised Officer Evaluation Report

US Army Human Resources Command

Background

Why did the Army revise the Officer Evaluation Report?

- In 2010, the CSA and CG, TRADOC began a review of the Army evaluation system. In March 2011, the Secretary of the Army directed a focused review of the evaluation system.

Who approved the revision?

- Secretary of the Army approved on 4 JAN 13.

When will the revisions be implemented?

- The revised OER and Evaluation Entry System (EES) is scheduled for December 2013.

OER remains the primary tool that documents an officer's performance and potential

Bottom Line - What is changing?

- **Three revised OER forms:**
  - **Company Grade (WO1 thru CPT)**
  - **Field Grade (CW3 thru LTC)**
  - **Strategic Leaders (COL and BG)**

- **“Rater” profile established for raters of company and field grade officers (WO1-LTC)**

- **Redefined Senior Rater box checks**

- **Mandatory use of Support Form (WO1 thru COL)**

- **Raters identify Future Operational and Broadening Assignment Recommendations**

- **Discourage “Pooling”**
  - **Limit use of Intermediate Raters to Specialty Branches**
  - **Commanders will rate Commanders**
  - **Rating Schemes approved one level up**
  - **Published regulatory guidance**

- **Clear delineation of rating responsibilities:**
  - **Rater assesses Performance**
  - **Senior Rater assesses Potential**

Rater Profile

- Maintain less than 50% of reports written by grade in the “Excels” box (for raters of LTCs and below)
- Flexibility - Raters have a “credit” of 3 in the “Proficient” box to start profile
- OER profiles calculated based on date of receipt at HQDA
- OERs are due at HRC within 90 days after the thru date of evaluation
- Maintain a working copy of your rater profile and monitor for accuracy
- Profile calculators will be provided for raters to use, which will assist with profile management

Rater Box Check

Rater overall assessment of rated officer's performance compared to officers in same grade

e. This Officer's Overall Performance is Rated as: (Select one box representing Rated Officer's overall performance compared to others of the same grade whom you have rated in your career. Managed at less than 50% in EXCELS.) I currently rate___ Army Officers in this grade.

EXCELS	PROFICIENT	CAPABLE	UNSATISFACTORY
	X		

Comments:

Example Rater Label:

HQDA COMPARISON OF THE RATER'S PROFILE AND BOX CHECK AT THE TIME THIS REPORT PROCESSED

PROFICIENT

RO: RANK SOLDIERS NAME
SSN: xxx-xx-xxxx
DATE:
RATINGS THIS OFFICER:

R: RANK/GRADE NAME
SSN: xxx-xx-xxxx
TOTAL RATINGS:

Rater overall assessment of rated officer's potential compared to officers in same grade

d. This Officer's Overall Potential is Rated as: (Select one box representing Rated Officer's overall potential compared to others of the same grade whom you have known in your career.

Multi-Star Potential	Promote to BG	Retain at Current Grade	Other

(GO & SES equivalent Raters Only)

Comments:

Rater Assessment: Excerpt from Company Grade Form

- Focus on attributes and competencies in ADRP 6-22
- More prescriptive
- Performance assessment
- 3-4 sentences per block

Rater comments on performance

c. 1) **Character:** (Include narrative comments addressing Rated Officer's performance as it relates to adherence to *Army Values, Empathy, and Warrior Ethos/Service Ethos and Discipline.*)	
c. 2) **Presence:** (Military and Professional *Bearing, Fitness, Confident, Resilient)*	
c. 3) **Intellect:** (*Mental Agility, Sound Judgment, Innovation, Interpersonal Tact, Expertise)*	
c. 4) **Leads:** *(Leads Others, Builds Trust Extends Influence beyond the Chain of Command, Leads by Example, Communicates)*	
c. 5) **Develops:** *(Creates Positive Environment/Fosters Esprit de Corps, Prepares Self, Develops Others, Stewards the Profession)*	
c. 6) **Achieves:** *(Gets Results)*	

Rater Assessment: Excerpt from Field Grade Form

Focus on attributes and competencies found in ADRP 6-22

d2. Provide narrative comments which demonstrate <u>performance</u> regarding field grade competencies and attributes in the Rated Officer's current duty position. (i.e. demonstrates excellent presence, confidence and resilience in expected duties and unexpected situation, adjusts to external influence on the mission or taskings and organization, prioritizes limited resources to accomplish mission, proactive in developing others through individual coaching counseling and mentoring, active learner to master organizational level knowledge, critical thinking and visioning skills, anticipates and provides for subordinates on –the-job needs for training and development, effective communicator across echelons and outside the Army chain of command, effective at engaging others, presenting information and recommendations and persuasion, highly proficient at critical thinking, judgment and innovation, proficient in utilizing Army design method and other to solve complex problems, uses all influence techniques to empower others; proactive in gaining trust in negotiations, remains respectful, firm and fair.)

Comments:

- Performance based assessment; no comment on potential
- Narrative comments
- Assessment focused on competencies and attributes in line with field grade performance

Rater Assessment:
Excerpt from Strategic Grade Form

Focus on attributes and competencies found in ADRP 6-22

c2. Provide narrative comments which demonstrate performance regarding strategic competencies in the Rated Officer's current duty position. (i.e. providing vision, motivation, and inspiration, negotiating within and beyond national boundaries, building strategic consensus, leading and inspiring change, dealing with uncertainty and ambiguity, creates a positive environment to prepare for the future, expanding knowledge in cultural and geopolitical areas, self-awareness and recognition of impact on others, building team skills and processes, allocating the right resources, capitalizing on unified action partner assets, capitalizing on technology, accomplishes missions consistently and ethically)

Comments:

- Performance based assessment
- Narrative comments
- Assessment focused on competencies and attributes in line with strategic level performance

Rater Recommended Broadening, Operational, Strategic Assignments

Excerpt from Field Grade Form

PART IV – PERFORMANCE EVALUATION – PROFESSIONALISM, COMPETENCIES AND ATTRIBUTES (Rater)

a. APFT Pass/Fail: _____ DATE: _____ b. HEIGHT_____ WEIGHT: _____ WITHIN STANDARD? Yes/No:_____
(Comments required for "failed" APFT, or "profile" when precludes performance of duty, and "no" for Army weight standards)

c. THIS OFFICER POSSESSES SKILLS AND QUALITIES FOR THE FOLLOWING BROADENING ASSIGNMENTS:

d. THIS OFFICER POSSESSES SKILLS AND QUALITIES FOR THE FOLLOWING OPERATIONAL ASSIGNMENTS:

Excerpt from Strategic Grade Form

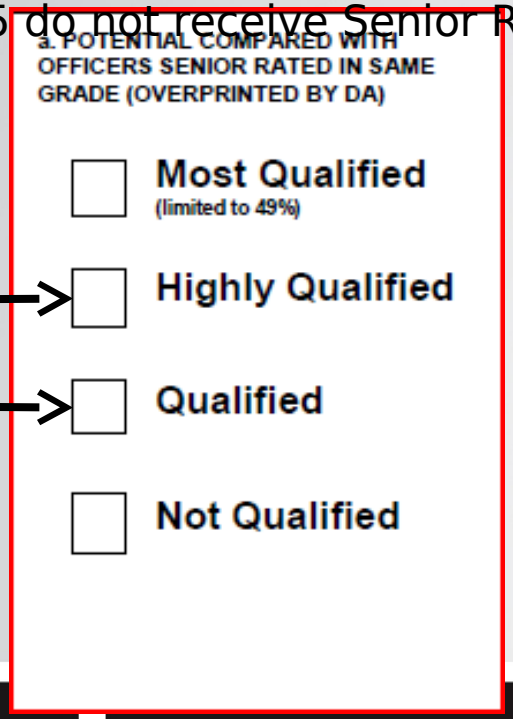
PART IV – PERFORMANCE EVALUATION – PROFESSIONALISM, COMPETENCIES AND ATTRIBUTES (Rater)

a. APFT Pass/Fail: _____ DATE: _____ b. HEIGHT_____ WEIGHT: _____ WITHIN STANDARD? Yes/No:_____
(Comments required for "failed" APFT, or "profile" when precludes performance of duty, and "no" for Army weight standards)

c. THIS OFFICER POSSESSES SKILLS AND QUALITIES FOR THE FOLLOWING STRATEGIC ASSIGNMENTS:

Senior Rater Box Check

- Four boxes with narrative remains consistent with current system; redefined box checks
- "Most Qualified" becomes the control box (limited less than 50%)
- No profile restarts; no close-out reports, reports with thru date after 1 DEC 13 will be on new form
- Continue to mask 2LT/1LT after promotion to CPT; WO1 after selection to CW3
- BG and CW5 do not receive Senior Rate



= Current COM

Not Adverse, Not referred

Box Check Assessment

MOST QUALIFIED: Strong potential for BZ and CMD; potential ahead of peers

HIGHLY QUALIFIED: Strong potential for promotion with peers

QUALIFIED: Capable of success at the next level; promote if able

NOT QUALIFIED: Not recommended for promotion

Methods for Combating “Pooling”

- Inclusion and specific discouraging of “pooling” via regulatory guidance
  - Raises visibility of issue in a public forum which has not previously been done
  - Still allows commanders and senior leaders to be responsible for designating rating schemes / Approved one level up
  - Intermediate Rater limited to specialty branches only

- Example: AR 623-3 Para 2-5:
  AS READS: "The Rater will normally be the immediate supervisor of....."
  WILL READ: "The Rater will be the immediate supervisor of...“

  Para 2-7
  AS READS: "The SR will normally be the immediate supervisor of....."
  WILL READ: "The SR will be the immediate supervisor of the Rater...”

  Also, WILL READ: “Commanders will rate Commanders”

  Also, WILL READ: “Rating Schemes will be approved one level up”

- Will add "note" throughout regulation at applicable locations (i.e. Managing the Rating Chain, Roles and Responsibilities, etc.) that brings "Pooling" to light.

- Evaluation Entry System (EES) will prompt the Senior Rater to validate that the form is
accurate, and to attest that he/she is not promoting pooling.

Evaluation Entry System (EES)

- EES is the revised web-based tool in development at HRC, which will be used to complete and submit evaluations.
- EES will consolidate AKO Myforms wizard, IWRS, excel profile calculators, etc.
- Benefits of EES:
  - Enhanced wizard to guide rating chain and Human Resource professionals in preparing the evaluation
  - Multi-pane dashboard allows user to view data input and form simultaneously
  - Built-in tool to view and manage Rater and Senior Rater profiles
  - Provides quick reference to AR 623-3 and DA PAM 623-3
  - Eliminates accessing multiple systems and consolidates evaluation tools to one system
  - Does not delay evaluation processing due to rater profile “misfires” (automatic downgrade)
- Additional details will follow; HRC mobile training teams will deploy AUG 13 to train the field on new system

OER Forms

as of 29 NOV 12

Company Grade Form (front)

OFFICER EVALUATION REPORT DRAFT (O1 thru O3; WO1 thru CW2)
For use of this form, see AR 623-3; the proponent agency is DCS, G-1

SEE PRIVACY ACT STATEMENT In AR 623-3

PART I - ADMINISTRATIVE (Rated Officer)

a. NAME (Last, First, Middle Initial)	b.SSN	c. RANK	d. DATE OF RANK (YYYYMMDD)	e. BRANCH	f. COMP Status Code

g. UNIT, ORG., STATION, ZIP CODE OR APO, MAJOR COMMAND	h. UIC CODE	i. REASON FOR SUBMISSION

j. PERIOD COVERED FROM (YYYYMMDD)	THRU (YYYYMMDD)	k. RATED MONTHS	l. NONRATED CODES	m. NO OF ENCL.	n. RATED OFFICER'S ARO EMAIL ADDRESS (.gov or .mil)

PART II – AUTHENTICATION (Rated officer's signature verifies officer has seen completed OER Parts I-VI and the admin data is correct)

a1. NAME OF RATER (Last, First, MI)	a2. SSN	a3. RANK	a4.POSITION	a5. SIGNATURE a7. E-MAIL ADDRESS (.gov or .mil)	a6. DATE (yyyymmdd)
b1.NAME OF INTERMEDIATE RATER (Last, First, MI)	b2.Not Required	b3. RANK	b4.POSITION	b5. SIGNATURE b7. E-MAIL ADDRESS (.gov or .mil)	b6.DATE (yyyymmdd)
c1.NAME OF SENIOR RATER (Last, First, MI)	c2.SSN	c3.RANK	c4.POSITION	c5.SIGNATURE	c6.DATE (yyyymmdd)
c7.SENIOR RATER'S ORGANIZATION	c8. BRANCH	c9. COMPONET	c10. SENIOR RATER PHONE NUMBER	c11.E-MAIL ADDRESS (.gov or .mil)	
	d. This is a referred report; do you wish to make comments? ☐ Referred ☐ Yes, comments attached. ☐ No			e1. SIGNATURE OF RATED OFFICER	e2.DATE (yyyymmdd)

f1. Supplemental Review Required: ☐ Yes ☐ No g. MSAF Date:_____

f2.NAME OF REVIEWER (Last, First, MI)	f3.RANK	f4.POSITION	f5.SIGNATURE	f6.DATE yyyymmdd)	f7.COMMENTS ENCLOSED ☐ YES ☐ NO

PART III - DUTY DESCRIPTION

a. PRINCIPAL DUTY TITLE	b. POSITION AOC/BR

c. SIGNIFICANT DUTIES AND RESPONSIBILITIES.

WORKING DRAFT ONLY – 27 NOV 2012

PART IV – PERFORMANCE EVALUATION – PROFESSIONALISM, COMPETENCIES AND ATTRIBUTES (Rater)

a. APFT Pass/Fail/Profile: _____ DATE: _____ HEIGHT_____ WEIGHT: _____ WITHIN STANDARD? Yes/No:_____
(Comments required for "failed" APFT, or "profile" when it precludes performance of duty, and "no" for Army weight standards)

b. This Officer's Overall Performance is Rated As: *(Select one box representing Rated Officer's overall performance compared to others of the same grade whom you have rated in your career. Managed at less than 50% in EXCELS.)* I currently rate _____ Army Officers in this grade.

EXCELS (49%)	PROFICIENT	CAPABLE	UNSATISFACTORY
☐	☐	☐	☐

Comments:

Company Grade Form (back)

c. 1) **Character:** (Include narrative comments addressing Rated Officer's performance as it relates to adherance to *Army Values, Empathy, and Warrior Ethos/Service Ethos and Discipline.*)	
c. 2) **Presence:** (Military and Professional *Bearing, Fitness, Confident, Resilient)*	
c. 3) **Intellect:** (*Mental Agility, Sound Judgment, Innovation, Interpersonal Tact, Expertise)*	
c. 4) **Leads:** (*Leads Others, Builds Trust Extends Influence beyond the Chain of Command, Leads by Example, Communicates)*	
c. 5) **Develops:** (*Creates Positive Environment/Fosters Esprit de Corps, Prepares Self, Develops Others, Stewards the Profession)*	
c. 6) **Achieves:** (*Gets Results)*	

PART V – INTERMEDIATE RATER

WORKING DRAFT ONLY– 27 NOV 2012

PART VI – SENIOR RATER

a. POTENTIAL COMPARED WITH OFFICERS SENIOR RATED IN SAME GRADE (OVERPRINTED BY DA) ☐ **Most Qualified** (limited to 49%) ☐ **Highly Qualified** ☐ **Qualified** ☐ **Not Qualified**	b. I currently senior rate ____ Army Officers in this grade. c. COMMENT ON POTENTIAL d. LIST 3 FUTURE **SUCCESSIVE** ASSIGNMENTS FOR WHICH THIS OFFICER IS BEST SUITED:

Field Grade Form (front)

HQDA #_____

OFFICER EVALUATION REPORT DRAFT O4-O5; CW3 thru CW5)
For use of this form, see AR 623-3; the proponent agency is DCS, G-1

SEE PRIVACY ACT STATEMENT In AR623-3

PART I - ADMINISTRATIVE (Rated Officer)

a. NAME (Last, First, Middle Initial)	b.SSN	c. RANK	d. DATE OF RANK (YYYYMMDD)	e. BRANCH	f. COMP Status Code

g. UNIT, ORG., STATION, ZIP CODE OR APO, MAJOR COMMAND	h. UIC CODE	i. REASON FOR SUBMISSION

j. PERIOD COVERED FROM (YYYYMMDD)	THRU (YYYYMMDD)	k. RATED MONTHS	l. NONRATED CODES	m. NO OF ENCL.	n. RATED OFFICER'S AKO EMAIL ADDRESS (.gov or .mil)

PART II – AUTHENTICATION (Rated officer's signature verifies officer has seen completed OER Parts I-VI and the admin data is correct)

a1.NAME OF RATER (Last, First, MI)	a2.SSN	a3.RANK	a4.POSITION	a5.SIGNATURE a7.E-MAIL ADDRESS (.gov or .mil)	a6.DATE (yyyymmdd)
b1.NAME OF INTERMEDIATE RATER (Last, First, MI)	b2.Not Required	b3.RANK	b4.POSITION	b5.SIGNATURE b7.E-MAIL ADDRESS (.gov or .mil)	b6.DATE (yyyymmdd)
c1.NAME OF SENIOR RATER (Last, First, MI)	c2.SSN	c3.RANK	c4.POSITION	c5.SIGNATURE	c6.DATE (yyyymmdd)

c7.SENIOR RATER'S ORGANIZATION	c8.BRANCH	c9.COMPONENT	c10.SENIOR RATER PHONE NUMBER	c11.E-MAIL ADDRESS (.gov or .mil)
	d. This is a referred report; do you wish to make comments? ☐ Referred ☐ Yes, comments attached. ☐ No			e1. SIGNATURE OF RATED OFFICER / e2.DATE (yyyymmdd)

f1. Supplemental Review Required: ☐ Yes ☐ No g.MSAF Date:_____

f2.NAME OF REVIEWER(Last, First, MI)	f3.RANK	f4.POSITION	f5.SIGNATURE	f6.DATE (yyyymmdd)	f7.COMMENTS ENCLOSED ☐ YES ☐ NO

PART III - DUTY DESCRIPTION

a. PRINCIPAL DUTY TITLE	b. POSITION AOC/BR

c. SIGNIFICANT DUTIES AND RESPONSIBILITIES.

WORKING DRAFT ONLY– 28 NOV 2012

PART IV – PERFORMANCE EVALUATION – PROFESSIONALISM, COMPETENCIES AND ATTRIBUTES (Rater)

a. APFT Pass/Fail/Profile: _____ DATE: _____ HEIGHT_____WEIGHT: _____ WITHIN STANDARD? Yes/No:_____
(Comments required for "failed" APFT, or "profile" when precludes performance of duty, and "no" for Army weight standards)

b. THIS OFFICER POSSESSES SKILLS AND QUALITIES FOR THE FOLLOWING BROADENING ASSIGNMENTS:

c. THIS OFFICER POSSESSES SKILLS AND QUALITIES FOR THE FOLLOWING OPERATIONAL ASSIGNMENTS:

d1. Character: (Include narrative comments addressing Rated Officer's performance as it relates to adherance to *Army Values, Empathy, and Warrior Ethos/Service Ethos and Discipline.*)	

Field Grade Form (back)

d2. Provide narrative comments which demonstrate <u>performance</u> regarding field grade competencies and attributes in the Rated Officer's current duty position. (i.e. demonstrates excellent presence, confidence and resilience in expected duties and unexpected situation, adjusts to external influence on the mission or taskings and organization, prioritizes limited resources to accomplish mission, proactive in developing others through individual coaching counseling and mentoring, active learner to master organizational level knowledge, critical thinking and visioning skills, anticipates and provides for subordinates on –the-job needs for training and development, effective communicator across echelons and outside the Army chain of command, effective at engaging others, presenting information and recommendations and persuasion, highly proficient at critical thinking, judgment and innovation, proficient in utilizing Army design method and other to solve complex problems, uses all influence techniques to empower others; proactive in gaining trust in negotiations, remains respectful, firm and fair.)

Comments:

e. This Officer's Overall Performance is Rated as: *(Select one box representing Rated Officer's overall performance compared to others of the same grade whom you have rated in your career. Managed at less than 50% in EXCELS.)* **I currently rate ____ Army Officers in this grade.**

EXCELS (49%)	PROFICIENT	CAPABLE	UNSATISFACTORY
☐	☐	☐	☐

Comments:

PART V – INTERMEDIATE RATER

WORKING DRAFT ONLY– 27 NOV 2012

PART VI – SENIOR RATER

a. POTENTIAL COMPARED WITH OFFICERS SENIOR RATED IN SAME GRADE (OVERPRINTED BY DA)

- ☐ **Most Qualified** (limited to 49%)
- ☐ **Highly Qualified**
- ☐ **Qualified**
- ☐ **Not Qualified**

b. I currently senior rate ____ Army Officers in this grade.

c. COMMENT ON POTENTIAL:

d. LIST 3 FUTURE **<u>SUCCESSIVE</u>** ASSIGNMENTS FOR WHICH THIS OFFICER IS BEST SUITED:

Strategic Grade Form (front)

OFFICER EVALUATION REPORT DRAFT O6 – O7
For use of this form, see AR 623-3; the proponent agency is DCS, G-1

SEE PRIVACY ACT STATEMENT In AR623-3

PART I - ADMINISTRATIVE (Rated Officer)

a. NAME (Last, First, Middle Initial)	b.SSN	c. RANK	d. DATE OF RANK (YYYYMMDD)	e. BRANCH	f. COMP Status Code

g. UNIT, ORG., STATION, ZIP CODE OR APO, MAJOR COMMAND	h. UIC CODE	i. REASON FOR SUBMISSION

j. PERIOD COVERED FROM (YYYYMMDD)	THRU (YYYYMMDD)	k. RATED MONTHS	l. NONRATED CODES	m. NO OF ENCL.	n. RATED OFFICER'S AKO EMAIL ADDRESS (.gov or .mil)

PART II – AUTHENTICATION (Rated officer's signature verifies officer has seen completed OER Parts I-VI and the admin data is correct)

a1.NAME OF RATER (Last, First, MI)	a2.SSN	a3.RANK	a4.POSITION	a5.SIGNATURE a7.E-MAIL ADDRESS (.gov or .mil)	a6.DATE (yyyymmdd)
b1.NAME OF INTERMEDIATE RATER (Last, First, MI)	b2.Not Required	b3.RANK	b4.POSITION	b5.SIGNATURE b7.E-MAIL ADDRESS (.gov or .mil)	b6.DATE (yyyymmdd)
c1.NAME OF SENIOR RATER (Last, First, MI)	c2.SSN	c3.RANK	c4.POSITION	c5.SIGNATURE	c6.DATE (yyyymmdd)

C7.SENIOR RATER'S ORGANIZATION	c8.BRANCH	c9. COMPONET	c10.SENIOR RATER PHONE NUMBER	c11.E-MAIL ADDRESS (.gov or .mil)
	d. This is a referred report; do you wish to make comments? ☐ Referred ☐ Yes, comments attached. ☐ No		e1. SIGNATURE OF RATED OFFICER	e2.DATE (yyyymmdd)

f1.Supplemental Review Required: ☐ Yes ☐ No **g.MSAF Date:**_____

f2.NAME OF REVIEWER (Last, First, MI)	f3.RANK	f4.POSITION	f5.SIGNATURE	f6.DATE (yyyymmdd)	f7.COMMENTS ENCLOSED ☐ YES ☐ NO

PART III - DUTY DESCRIPTION

a. PRINCIPAL DUTY TITLE	b. POSITION AOC/BR

c. SIGNIFICANT DUTIES AND RESPONSIBILITIES.

WORKING DRAFT ONLY– 27 NOV 2012

PART IV – PERFORMANCE EVALUATION – PROFESSIONALISM, COMPETENCIES AND ATTRIBUTES (Rater)

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(Comments required for "failed" APFT, or "profile" when precludes performance of duty, and "no" for Army weight standards)

b. THIS OFFICER POSSESSES SKILLS AND QUALITIES FOR THE FOLLOWING STRATEGIC ASSIGNMENTS:

c1. Character: (Include narrative comments addressing Rated Officer's performance as it relates to adherance to *Army Values, Empathy, and Warrior Ethos/Service Ethos and Discipline.*)	

Strategic Grade Form (back)

c2. Provide narrative comments which demonstrate performance regarding strategic competencies in the Rated Officer's current duty position. (i.e. providing vision, motivation, and inspiration, negotiating within and beyond national boundaries, building strategic consensus, leading and inspiring change, dealing with uncertainty and ambiguity, creates a positive environment to prepare for the future, expanding knowledge in cultural and geopolitical areas, self-awareness and recognition of impact on others, building team skills and processes, allocating the right resources, capitalizing on unified action partner assets, capitalizing on technology, accomplishes missions consistently and ethically)

Comments:

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Multi-Star Potential	Promote to BG	Retain at Current Grade	Other
☐ (GO & SES equivalent Raters Only)	☐	☐	☐

Comments:

PART V – INTERMEDIATE RATER

WORKING DRAFT ONLY– 28 NOV 2012

PART VI – SENIOR RATER

POTENTIAL COMPARED WITH OFFICERS SENIOR RATED IN SAME GRADE (OVERPRINTED BY DA)

- ☐ **Most Qualified** (limited to 49%)
- ☐ **Highly Qualified**
- ☐ **Qualified**
- ☐ **Not Qualified**

b. I currently Senior rate ____ Army Officers in this grade.

c. COMMENT ON POTENTIAL:

d. LIST 3 FUTURE **SUCCESSIVE** STRATEGIC ASSIGNMENTS FOR WHICH THIS OFFICER IS BEST SUITED:

Questions

Contact Information

Evaluation Reports Mailed **(only Deployed Soldiers may e-mail reports to HRC)**
U.S. Army Human Resources Command
ATTN: AHRC-PDV-ER
1600 Spearhead Division Ave, Dept #470
Fort Knox, KY 40122-5407

Evaluation Reports Appealed
U.S. Army Human Resources Command
ATTN: AHRC-PDV-EA
1600 Spearhead Division Ave, Dept #470
Fort Knox, KY 40122-5407

Email Accounts
Policy – usarmy.knox.hrc.mbx.tagd-eval-policy@mail.mil
Appeals – usarmy.knox.hrc.mbx.tagd-eval-appeal@mail.mil
Deployed Units - usarmy.knox.hrc.mbx.tagd-eval-from-deployed@mail.mil

Phone Numbers:
Policy - 502-613-9019/DSN-983-9019
Appeals - 502-613-9022/DSN-983-9022

Back Up

Rater Managed Profile Labeling Rules

Rule #1: If the Rater checks "Proficient" box, then the report is always labeled "Proficient"

Rule #2: If the Rater checks "Capable" or "Unsatisfactory" box, then the report is always respectively labeled "Capable" or "Unsatisfactory"

- The sum of "Proficient," "Capable," and "Unsatisfactory" box checks should always be greater than 50% of total ratings

Rule #3: If the Rater checks "Excels" box and rater's profile is less than 50%, then the report is labeled "Excels"

- An entry of "Excels" will only be accepted if the mathematical result of the entry is less than 50% of the total number of reports rendered in that grade.

Rule #4: MISFIRE – "If the Rater checks the "Excels" box and rater's profile is equal to or greater than 50%, then the report is labeled "Proficient" and the rater is charged with Excels. EES will not allow Misfires online.

Rater Profile - 4 Box System

Profile Credit of 3 – By Grade

Profile Credit Start

RATER PROFILE MANAGED AT 49%

RANK LTC	LIMIT	RATINGS	%
Excels	49%	0	0.00%
Proficient		3	100.00%
Capable		0	0.00%
Unsatisfactory		0	0.00%
Total Ratings		3	

Rater profile credit of 3 in Proficient Box. Profiles are counted by grade, not cumulative for all grades

After first 10 Reports with Credit

RATER PROFILE MANAGED AT 49%

RANK LTC	LIMIT	RATINGS	%
Excels	49%	6	46.15%
Proficient		7	53.85%
Capable		0	0.00%
Unsatisfactory		0	0.00%
Total Ratings		13	

Rater may submit:

6 of first 10 as Excels

Excels box must be less than 50% profile limitation

After first 20 Reports with Credit

RATER PROFILE MANAGED AT 49%

RANK LTC	LIMIT	RATINGS	%
Excels	49%	11	47.83%
Proficient		12	52.17%
Capable		0	0.00%
Unsatisfactory		0	0.00%
Total Ratings		23	

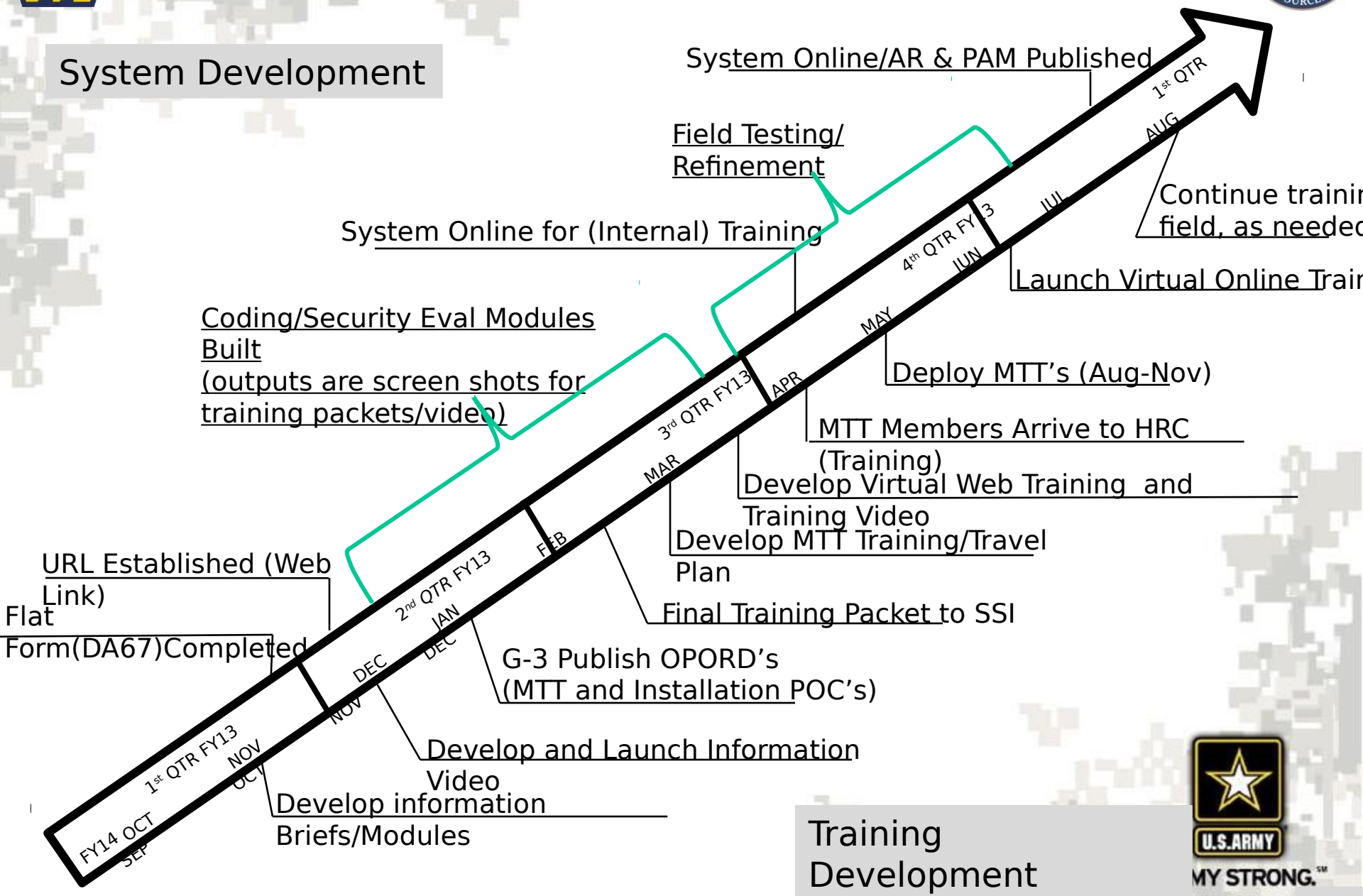
Rater may submit:

11 of first 20 as Excels

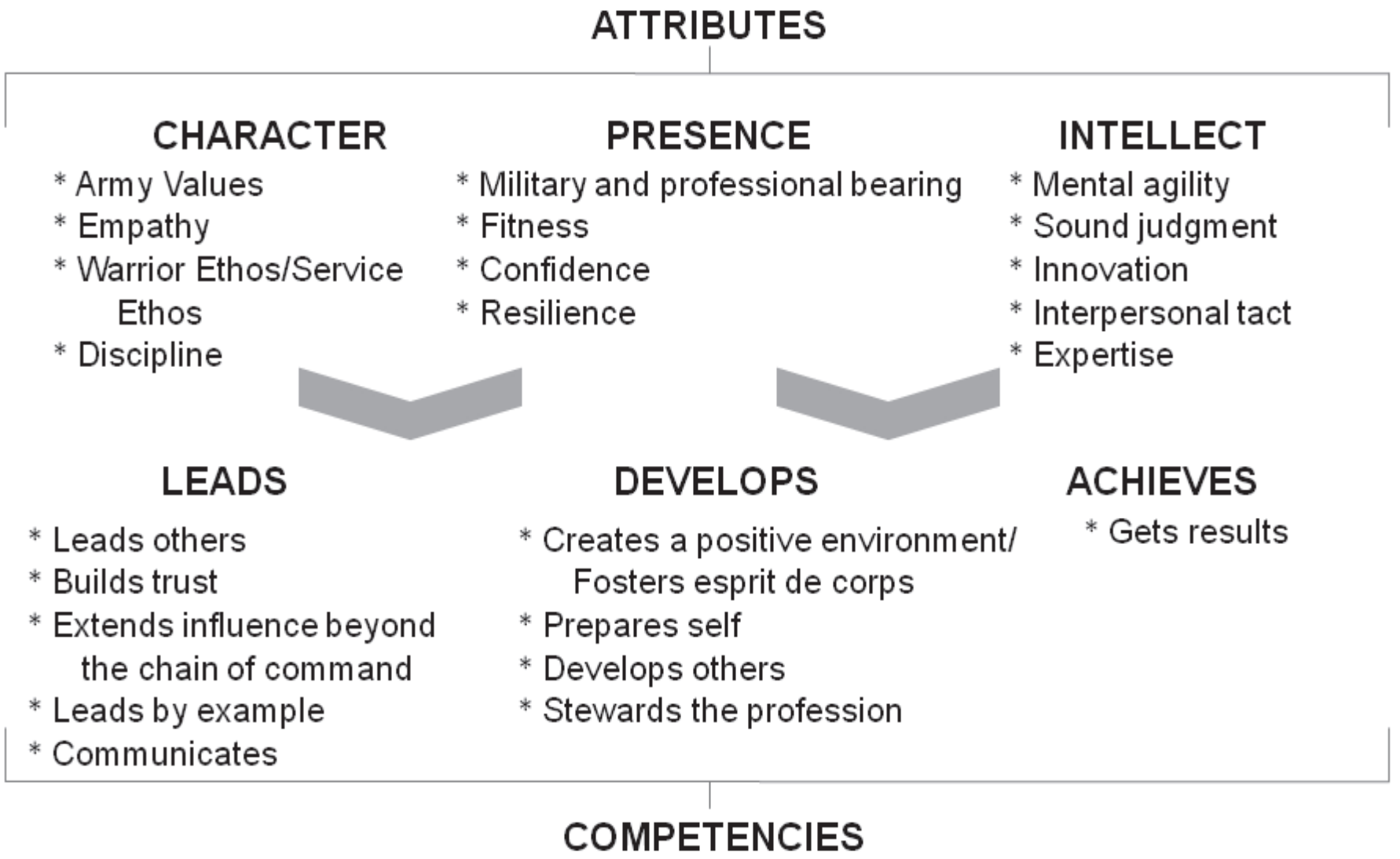
Excels cannot exceed the 50% profile limitation

Using a Profile Credit of 3: Minimal inflation in the "Excels" Box

What is HRC doing to prepare for implementation?



ARMY LEADERSHIP REQUIREMENTS



ADRP 6-22 AUG 2012 Figure 1-1. The Army leadership requirements model

Attributes - What a Leader Is

	Leader of Character	Leader with Presence	Leader with Intellectual Capacity
Grade			
Company Grade	Create a climate. that embrace Army Values. Character is aligned with the Army's expectations.	Leader demonstrates good presence and confidence across expected duties of the position.	Conceptual capabilities, interpersonal tact and domain knowledge are effective for Company level and below operations.
Field Grade	Exhibits behaviors that are a clear outward expression that aligns personal character with Army expectations.	Leader demonstrates excellent presence, confidence and resilience in expected duties and unexpected situations.	Conceptual capabilities, interpersonal tact and domain knowledge are effective for operations at Battalion or equivalent command, all staff levels and JIIM organizations.
Senior Grade	Demonstrated sense of responsibility for the Army profession. Character is of absolute integrity.	Astutely manages complexity and anticipates transitions at strategic level.Strategic leaders viewed as champions of causes, diplomats and ambassadors of high level interests.	Excels at complex thinking and multiple perspectives.Adept with the Army design method. Broad and deep understanding of history, world situations, technological possibilities, and dynamics of organizations.

*Extracted from Leader Development Strategy for a 21st Century Army, 25Nov09

Competencies - What a Leader Does

	Leads	Develops	Achieves
Grade			
Company Grade	Demonstrated troop leading procedures and employment of TTPs relevant to their unit.	Builds environment of teams and teamwork.	Directs and prioritizes tasks for Company level and smaller units to include lower level organizational staff actions.
Field Grade	Demonstrated competence in resolving ambiguous and complex situations.	Proactive in developing others through individual coach, teach and mentor subordinates; accurately and fairly assess identifies future leaders.	Demonstrates ability to lead through complexity and time, decentralized operations and ill-structured problems. Prioritzes limited resources to accomplish mission.
Senior Grade	Sets vision for operational and strategic level operations.	Creates systems and adopts policies supporting professional and personal growth across the organization. Stewards the Army's interest in caring for and managing people and other resources.	Demonstrates ability to develop and describe broad vision and framework. Organizes, resources, integrates and aligns efforts among organizations to achieve mission goals.

*Extracted from Leader Development Strategy for a 21st Century Army, 25Nov09